



# Australian Bureau of Statistics

## 6321.0.55.001 - Industrial Disputes, Australia, Mar 2015

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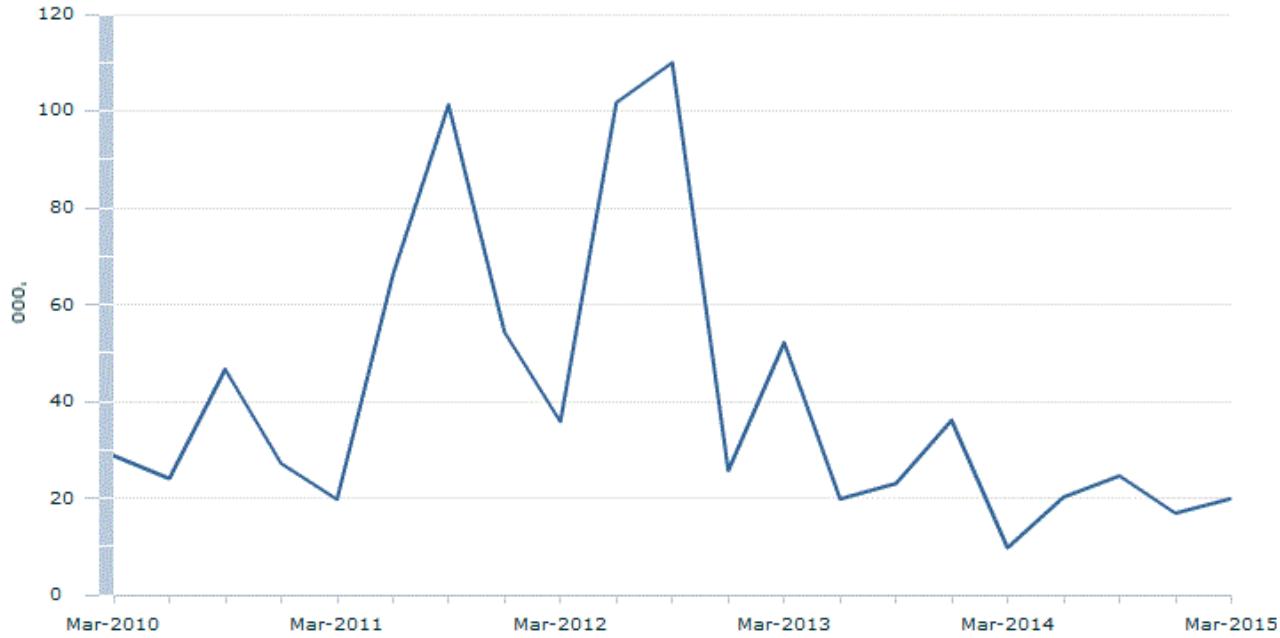
## Summary

### Main Features

#### MARCH KEY FIGURES

|                           | Quarter<br>December 2014 | March 2015 | Year ended<br>March 2014 | March 2015 |
|---------------------------|--------------------------|------------|--------------------------|------------|
| Number of disputes        |                          |            |                          |            |
| Commenced in period (no.) | 52                       | 42         | 200                      | 193        |
| Total (no.)               | 57                       | 46         | 204                      | 199        |
| Employees involved        |                          |            |                          |            |
| Newly involved ('000)     | 12.0                     | 14.2       | 90.9                     | 64.1       |
| Total ('000)              | 19.8                     | 14.6       | 92.0                     | 64.6       |
| Working days lost ('000)  | 16.9                     | 20.4       | 88.6                     | 82.2       |

Working days lost, Australia



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Source(s): [Industrial Disputes, Australia](#)

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## MARCH KEY POINTS

### QUARTERLY ESTIMATES

- In March quarter 2015, there were 46 disputes, 11 fewer than in December quarter 2014.
- The number of employees involved in industrial disputes in March quarter 2015 was 14,600, a decrease from 19,800 in December quarter 2014.
- There were 20,400 working days lost due to industrial disputation in March quarter 2015, an increase from 16,900 in December quarter 2014.
- The Construction industry (8,700) had the highest number of working days lost by industry, accounting for 43% of total working days lost.
- Victoria (10,500) had the highest number of working days lost of any state or territory in March quarter 2015, accounting for 51% of total working days lost. Victoria also had the highest number of working days lost per thousand employees (4.0) for the quarter.

### YEAR ENDED ESTIMATES

- During the year ended March 2015, there were 199 disputes, five fewer than the year ended March 2014.
- Over the same period, there were 82,200 working days lost, 7% fewer than in the year ended March 2014 (88,600).

## NOTES

### FORTHCOMING ISSUES

| ISSUE (QUARTER) | Release Date     |
|-----------------|------------------|
| June 2015       | 3 September 2015 |
| September 2015  | 3 December 2015  |

### REVIEW OF INDUSTRIAL DISPUTES STATISTICS

As advised in previous issues of this publication, the ABS has been conducting a review of the Industrial Disputes statistics. The outcomes of the review and the implications for Industrial Disputes statistics will be advised in a note which will be added to this issue on 11 June 2015.

### INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070. The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to the ABS.

## Tables

### 1 Industrial disputes which occurred during the quarter

|                    | Number of disputes<br>Commenced in period | Total<br>no. | Employees involved     |               | Working days lost<br>'000 |
|--------------------|---|--------------|------------------------|---------------|---------------------------|
|                    | no.                                       |              | Newly involved<br>'000 | Total<br>'000 |                           |
| March Quarter 2013 | 51  | 55           | 46.6                   | 46.9          | 52.1                      |

|                        |    |    |      |      |      |
|------------------------|----|----|------|------|------|
| June Quarter 2013      | 57 | 61 | 9.8  | 10.9 | 19.8 |
| September Quarter 2013 | 54 | 65 | 18.6 | 19.7 | 23.0 |
| December Quarter 2013  | 53 | 58 | 56.9 | 57.3 | 36.1 |
| March Quarter 2014     | 36 | 37 | 5.6  | 5.7  | 9.7  |
| June Quarter 2014      | 54 | 60 | 19.4 | 19.9 | 20.2 |
| September Quarter 2014 | 45 | 55 | 18.5 | 18.9 | 24.6 |
| December Quarter 2014  | 52 | 57 | 12.0 | 19.8 | 16.9 |
| March Quarter 2015     | 42 | 46 | 14.2 | 14.6 | 20.4 |

## 2 Industrial disputes which occurred during the quarter, Industry

|   | December Quarter 2014     |   | March Quarter 2015        |   |
|---|---------------------------|---|---------------------------|---|
|   | Working days lost<br>'000 | Working days lost per thousand employees<br>no. | Working days lost<br>'000 | Working days lost per thousand employees<br>no. |
| Mining  |                           |   |                           |   |
| Coal mining   | 0.1                       | 1.2   | np                        | np  |
| Other mining  | -                         | 0.1   | 0.9                       | 5.1   |
| Manufacturing   |                           |   |                           |   |
| Metal product etc(a)                                      | 0.4                       | 1.5   | 5.0                       | 16.5  |
| Other manufacturing                                       | 1.0                       | 1.8   | np                        | np  |
| Construction  | 3.2                       | 3.9   | 8.7                       | 11.1  |
| Transport, postal and warehousing                         | 1.6                       | 3.0   | 0.2                       | 0.3   |
| Education and training; Health care and social assistance | 3.5                       | 1.6   | 0.6                       | 0.3   |
| Other industries(a)                                       | 7.2                       | 1.2   | 0.9                       | 0.1   |
| <b>All industries</b>                                     | <b>16.9</b>               | <b>1.6</b>                                      | <b>20.4</b>               | <b>1.9</b>                                      |

- nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) See Glossary - Industry - for details of industries included.

## 3 Industrial disputes which occurred during the quarter, States and territories

|                              | December Quarter 2014     |   | March Quarter 2015        |   |
|------------------------------|---------------------------|---|---------------------------|---|
|                              | Working days lost<br>'000 | Working days lost per thousand employees<br>no. | Working days lost<br>'000 | Working days lost per thousand employees<br>no. |
| New South Wales              | 2.2                       | 0.7   | 4.4                       | 1.3   |
| Victoria                     | 9.5                       | 3.7   | 10.5                      | 4.0   |
| Queensland                   | 3.2                       | 1.5   | 4.8                       | 2.3   |
| South Australia              | np                        | np  | np                        | np  |
| Western Australia            | 0.7                       | 0.5   | 0.7                       | 0.6   |
| Tasmania                     | np                        | np  | -                         | 0.1   |
| Northern Territory           | 0.1                       | 0.4   | np                        | np  |
| Australian Capital Territory | 0.1                       | 0.3   | -                         | -   |
| <b>Australia</b>             | <b>16.9</b>               | <b>1.6</b>                                      | <b>20.4</b>               | <b>1.9</b>                                      |

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## 4 Industrial Disputes which ended during the quarter

|                                    | September Quarter 2014    |                            |                           | December Quarter 2014     |                            |                           |
|------------------------------------|---------------------------|----------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
|                                    | Number of disputes<br>no. | Employees involved<br>'000 | Working days lost<br>'000 | Number of disputes<br>no. | Employees involved<br>'000 | Working days lost<br>'000 |
| <b>CAUSE OF DISPUTE</b>            |                           |                            |                           |                           |                            |                           |
| Enterprise Bargaining (EB) related |                           |                            |                           |                           |                            |                           |
| Remuneration                       | 9                         | 0.8                        | 2.4                       | 5                         | 0.3                        | 6.4                       |

|                       |           |             |             |           |             |             |
|-----------------------|-----------|-------------|-------------|-----------|-------------|-------------|
| Employment conditions | 22        | 4.3         | 11.4        | 27        | 12.0        | 8.8         |
| Other EB related      | -         | -           | -           | 1         | 0.1         | -           |
| Non-EB related        |           |             |             |           |             |             |
| Remuneration          | 1         | 0.1         | 0.1         | -         | -           | -           |
| Employment conditions | 1         | np          | np          | 1         | 0.2         | 0.1         |
| Health and safety     | 8         | 2.8         | 3.6         | 8         | 2.3         | 1.7         |
| Job security          | -         | -           | -           | 3         | np          | np          |
| Managerial policy     | 2         | 1.4         | 1.5         | 2         | 0.1         | 0.1         |
| Union issues          | 5         | np          | np          | 6         | np          | np          |
| Other non-EB related  | 2         | 4.0         | 2.5         | -         | -           | -           |
| <b>Total</b>          | <b>50</b> | <b>14.6</b> | <b>22.4</b> | <b>53</b> | <b>20.1</b> | <b>20.0</b> |

#### WORKING DAYS LOST PER EMPLOYEE INVOLVED

|                                       |           |             |             |           |             |             |
|---------------------------------------|-----------|-------------|-------------|-----------|-------------|-------------|
| Up to and including 1 day             | 27        | 9.0         | 5.9         | 30        | 17.1        | 8.3         |
| Over 1 day and up to including 2 days | 10        | 3.0         | 4.2         | 12        | 2.3         | 3.5         |
| Over 2 and less than 5 days           | 7         | 2.4         | 8.7         | 9         | 0.3         | 1.1         |
| 5 and less than 10 days               | 4         | 0.2         | 1.6         | 1         | 0.1         | 0.8         |
| 10 days and over                      | 2         | 0.1         | 2.0         | 1         | 0.2         | 6.2         |
| <b>Total</b>                          | <b>50</b> | <b>14.6</b> | <b>22.4</b> | <b>53</b> | <b>20.1</b> | <b>20.0</b> |

#### REASON WORK RESUMED

|   |           |             |             |           |             |             |
|---|-----------|-------------|-------------|-----------|-------------|-------------|
| Negotiation without intervention of a third party | 9         | 0.8         | 3.2         | 7         | 0.6         | 6.9         |
| State legislation                                 | 1         | 0.2         | 0.3         | -         | -           | -           |
| Federal legislation                               | 5         | 4.0         | 9.4         | 5         | 1.0         | 1.7         |
| Pre-determined return to work                     | 27        | 8.8         | 8.2         | 29        | 15.9        | 10.2        |
| Resumption without negotiation                    | 7         | 0.8         | 1.1         | 10        | 2.3         | 1.0         |
| Mediation   | 1         | 0.1         | 0.2         | 2         | 0.2         | 0.3         |
| Other reasons                                     | -         | -           | -           | -         | -           | -           |
| <b>Total</b>                                      | <b>50</b> | <b>14.6</b> | <b>22.4</b> | <b>53</b> | <b>20.1</b> | <b>20.0</b> |

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## Outcomes from the review of Industrial Disputes statistics

This document was added or updated on 11/06/2015.

### OUTCOMES FROM THE REVIEW OF INDUSTRIAL DISPUTES STATISTICS

#### PURPOSE

1. This paper presents the key considerations and outcomes of the review into Australian Bureau of Statistics (ABS) Industrial Disputes statistics (cat. no. 6321.0.55.001), and outlines the planned next steps.

#### OUTCOMES

2. The ABS will continue with a timely quarterly series but extend the scope to all stoppages and coverage to work bans. As a result of this approach it will be necessary, for operational reasons, to maintain the current practice of monthly data collection. The ABS proposes to introduce a number of new series including:

- The number of instances of work bans imposed.
- The number of stoppages for all disputes at the Australia, state and industry levels on a quarterly basis while maintaining the existing time series for the number of stoppages involving 10 or more working days lost.

- The number of working days lost for all stoppages at the Australia, state and industry levels while maintaining the existing series at the Australia level only.
- The number of employees involved in all stoppages at the Australia level while maintaining the existing series (which is also at the Australia level only).

## BACKGROUND

3. The ABS commenced a review of the Industrial Disputes statistics in 2013 to ensure that they remain relevant and meet critical information needs, particularly in view of changes that have occurred in the industrial relations environment. The overall feedback from government and other users of the statistics was that while the information currently provided quarterly remained useful, there was strong support for:

- The scope and coverage of the statistics to be broadened; and
- The release of detailed information that is currently regularly suppressed.

4. The ABS has a legislated requirement to not release (without consent) information in a manner likely to enable the identification of a business. Aggregated output cells which are likely to enable the identification of a business involved in industrial disputation are only suppressed after the ABS is unsuccessful in obtaining consent from the affected business(es) to release the information. Suppressing one output cell on confidentiality grounds will result in at least one other output cell being suppressed to avoid the identification of the suppressed value through the difference between a total and the sum of its components. The suppression of output cells in the current quarterly publication regularly prevents the release of important information by state, industry and cause of dispute.

5. After consulting with users to identify their critical information needs, the ABS conducted several rounds of consultation with businesses to confirm that the required information could be provided.

6. As a result of the consultation with users and businesses the ABS recommended the following changes to the Industrial Disputes statistics:

1. The frequency of data collection changing from monthly to quarterly to give businesses greater flexibility in responding to the survey and to improve the efficiency of the collection.
2. Coverage extending to include all stoppages (i.e. the inclusion of stoppages involving less than 10 working days lost).
3. Scope extending to all industrial action (i.e. the inclusion of work bans).
4. The frequency of data dissemination changing from quarterly to annual, with the annual release including both annual and quarterly aggregates, on the basis that this would assist in minimising the suppression of detailed annual aggregates.
5. The industrial disputes ended series ceasing, since the time lag required for the determination and compilation of ended data for the annual period would significantly delay release of the annual publication.

7. Consultation with businesses confirmed that it is feasible to collect the number of instances of work bans being imposed on a business but it is not possible to collect other information about the work bans (e.g. number of employees directly involved and impact on production). Despite this, users confirmed that information on the number of work bans would provide an important additional indicator of industrial disputation.

8. The above recommendations were discussed by the Labour Statistics Advisory Group in 2014, and other users were offered, via the publication, an opportunity to participate in the review. Recommendation 1 was not considered controversial and was endorsed by users. Recommendations 2 and 3 were endorsed by most users but concern was expressed about the impact on the current time series. Recommendation 4 was endorsed by most users on the basis that it would result in less suppression of detailed information while one key user expressed strong concern about the loss of timely quarterly information. Recommendation 5, a consequence of Recommendation 4, was not considered controversial and was endorsed by users.

9. As a result of the concerns expressed about the above initial recommendations, three options have been considered.

Option 1 - No change to scope, coverage, content or output.

Advantages:

- Current time series maintained.

Disadvantages:

- Does not address any of the user requirements identified in the review.
- Does not enable the statistics to reflect changes in the industrial relations environment. The current scope and coverage do not cover all aspects of industrial disputation and industrial action.

Summary:

- While this prevents any disruption to the series, it does not address the changes required by users to ensure the statistics remains conceptually robust and meet their critical requirements.

Option 2 - Continue a timely quarterly series but extend the scope to all stoppages and coverage to work bans

Advantages:

- Enables quarterly series, similar to those currently released, to be maintained and released in a timely manner.
- The extensions to scope and coverage enable the statistics to reflect changes in the industrial relations environment.
- Dispute "ended" data (for the preceding quarter) could continue to be compiled and released with "occurred" data for the current quarter.

Disadvantages:

- Extending the scope of the current statistics will impact on the current time series (this is discussed below).
- Release of an annual series would not be introduced, meaning there would be no change to the extent to which required detailed data is suppressed.
- The timing of the current quarterly release would be delayed up to five weeks to enable the collection, analysis and quality assurance of the additional data items. Processing the additional data will be undertaken within the existing resources.

Summary:

- This compromise maintains a quarterly release (although with a delayed release timing) and addresses the main improvements required by users apart from ensuring the release of annual aggregates which would lessen the suppression of detailed data.

Option 3 - Introduce an annual release which includes annual detailed series and quarterly indicators and extend the scope to all stoppages and coverage to work bans

Advantages:

- Less suppression of detailed data in annual aggregates.
- Release of some quarterly series.
- The extensions to scope and coverage enable the statistics to reflect changes in the industrial relations environment.

Disadvantages:

- Release of quarterly series will not be timely.
- There will be some impact on the current time series.

Summary:

- While this addresses a number of changes required by users to ensure the statistics remains conceptually robust, the lack of a timely quarterly series is a major impediment.

10. The ABS recognises the need to achieve a balance between competing demands for frequent data

and greater detail, and ensuring series remain relevant by adapting to current circumstances and maintaining time series. For Industrial Disputes statistics it is not possible to release greater detail on an annual basis and extend the series to all stoppages while also continuing a timely full quarterly series and maintaining the full current time series.

11. Balancing these competing requirements, the ABS will proceed with option 2 above i.e. continue a timely quarterly series but extend the scope to all stoppages and coverage to work bans. As a result of this approach it will be necessary, for operational reasons, to maintain the current practice of monthly data collection. The ABS proposes to introduce a number of new series including:

- The number of instances of work bans imposed.
- The number of stoppages for all disputes at the Australia, state and industry levels on a quarterly basis while maintaining the existing time series for the number of stoppages involving 10 or more working days lost.
- The number of working days lost for all stoppages at the Australia, state and industry levels while maintaining the existing series at the Australia level only.
- The number of employees involved in all stoppages at the Australia level while maintaining the existing series (which is also at the Australia level only).

## NEXT STEPS

12. Implementing **option 2** will require changes to the collection instrument, including:

- Changes to the wording of existing questions.
- Changes to additional information (definitions, instructions, notes).
- The inclusion of new questions.

In addition, the collection instrument will move to online reporting which will change how providers can answer questions (e.g. free text boxes to be replaced by drop down/pick lists).

13. The current quarterly collection will continue until the December quarter 2016 issue to be released in early March 2017. The first quarterly release on the new basis is scheduled for implementation with the March quarter 2017 issue to be released in early July 2017.

14. If you have any queries, please contact Manpreet Singh, (Director - Labour Employer Surveys) on (08) 9360 5916 or via email <[manpreet.singh@abs.gov.au](mailto:manpreet.singh@abs.gov.au)>.

## About this Release

Quarterly results of the Industrial Disputes collection containing estimates of industrial disputes, employees involved and working days lost classified by states and territories, industry, cause of dispute, duration and the reason work resumed.

## History of Changes

**This document was added or updated on 11/06/2015.**

**11/06/2015** - Outcomes of the review into Australian Bureau of Statistics Industrial Disputes statistics and outlining the planned next steps have been added to this issue.

# Explanatory Notes

## Explanatory Notes

### EXPLANATORY NOTES

#### INTRODUCTION

**1** Statistics on the number of industrial disputes, working days lost and employees involved in industrial disputes are obtained from the Industrial Disputes (ID) collection.

#### CONCEPTS, SOURCES AND METHODS

**2** Statistics on industrial disputes are based on concepts and definitions outlined in international guidelines adopted by the 1993 International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's industrial disputes statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), which is available on the ABS web site.

#### SCOPE

**3** Industrial disputes are included within the scope of the ID collection if the work stoppages amount to 10 or more working days lost. Ten working days lost is equivalent to the amount of ordinary time which would have been worked, for example, during a stoppage of work by 10 employees for one day, or, by 40 workers attending a two hour stop work meeting (assuming they worked an eight hour day). Disputes which involve the equivalent of less than 10 working days lost are excluded.

**4** The following types of industrial disputes are within the scope of the ID collection:

- unauthorised stopwork meetings;
- general strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work);
- unofficial strikes; and
- work stoppages initiated by employers (e.g. lockouts).

**5** Excluded from the scope of the collection are work-to-rules, go-slows and bans (e.g. overtime bans). Also excluded are effects of disputes on locations other than where the stoppages occurred, such as stand-downs because of lack of materials, disruption of transport services and power cuts.

**6** In addition, if all of the employees involved in an industrial dispute resign, that dispute is deemed to be resolved and it is excluded from the scope of the collection from the date of the employment termination.

#### COLLECTION METHODOLOGY

**7** A list of organisations whose employees were involved in industrial disputes is compiled monthly. Disputes are identified through a range of sources, including media reports, listings obtained from the Fair Work Commission (FWC), state industrial relations commissions, and contact with government organisations, businesses, employer associations and trade unions. Although every attempt is made to identify all disputes that occurred in the month, some small disputes may not be identified through the sources available.

**8** Once all disputes for a month are identified, additional information on the nature and extent of each dispute is obtained through a mail-out/mail-back collection, usually to employers, on the nature and extent of the dispute. Some data, e.g. working days lost in a particular strike, may be imputed. Due to

the imputation procedures and the limitations on identification of disputes, the statistics should not be regarded as an exact measure of the extent of industrial disputation.

**9** A dispute affecting several locations is counted as a single dispute if it is organised or directed by the same organisation (e.g. a trade union) or person; otherwise it is counted as a separate dispute at each location where it occurred.

**10** A dispute affecting more than one state and/or industry is counted in each state and/or industry in which it occurred, but only once for Australia in total and for the total of all industries.

**11** When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

**12** Due to the 'two month rule' explained above, data relating to disputes which ended in the quarter can not be finalised until two months have elapsed without further industrial action. Consequently the publication of data for disputes which ended during the quarter has been lagged by one quarter.

## CLASSIFICATIONS

**13** Data classified by industry is primarily based on the main activity of the employer of the employees involved in the dispute at the location or site where the industrial dispute occurred.

**14** The March quarter 2009 was the first quarter to be published solely on the basis of Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 edition. This edition replaced the 1993 edition which had been in use since 1994. The 2006 edition of ANZSIC was developed to provide a more contemporary industrial classification system taking into account issues such as changes in the structure and composition of the economy, changing user demands and compatibility with major international classification standards.

**15** Data for all quarters of 2008 are available on the basis of both editions of ANZSIC. Industry data up to December quarter 2007 are only available on an ANZSIC 1993 basis.

**16** For more information on the industry classification, refer to Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

**17** Data classified by state/territory is based on the location or site where the industrial dispute occurred. Disputes that occur in the Australian territories of Jervis Bay Territory, Christmas Island and Cocos (Keeling) Islands are classified to the State/Territory which holds jurisdiction over industrial relations matters.

## RELIABILITY OF ESTIMATES

**18** Estimates from the ID collection are subject to non-sampling error. Non-sampling error arises from inaccuracies in collecting, recording and processing the data. Every effort is made to minimise non-sampling error by the careful design of questionnaires and by efficient data collection and processing procedures.

## DATA COMPARABILITY OVER TIME

**19** Changes which have affected data comparability over time are discussed in Chapter 26 of Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

## RELATED PUBLICATIONS

**20** Users may also wish to refer to the following publications which are available from the ABS web site:

- Australian Labour Market Statistics (cat. no. 6105.0);
- Employee Earnings, Benefits and Trade Union Membership, Australia (cat. no. 6310.0);

- Employee Earnings and Hours, Australia (cat. no. 6306.0) - issued biennially;
- Labour Force, Australia (cat. no. 6202.0) - issued monthly; and
- Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

## ROUNDING

**21** Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

## SUPPRESSION OF DATA

**22** Some data may be suppressed to prevent disclosure, either directly or by inference, of information relating to individual organisations. These data have been replaced by the symbol 'np', but are included in totals.

# Glossary

## GLOSSARY

### Cause of Dispute

Cause of dispute statistics relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation.

Disputes are initially classified according to whether a dispute occurred during a process of workplace/enterprise bargaining. A process of workplace/enterprise bargaining refers to the negotiations that take place between an employer and their employees (or their representatives), in reaching an agreement over pay and employment conditions.

Disputes **not** related to a process of workplace/enterprise bargaining include:

- disputes relating to award negotiations; and
- disputes relating to the content or application of an existing agreement (and do not seek to amend or terminate the agreement).

Disputes are then further classified according to the main cause of the dispute, as follows:

#### Enterprise Bargaining (EB) related:

**Remuneration:** Disputes relating to wages and other forms of remuneration, e.g. increase/decrease in wages, allowances, entitlements and superannuation.

**Employment conditions:** Disputes relating to hours of work, leave, non-remuneration related benefits, and other general employment conditions, e.g. increase/decrease in hours, distribution of hours and holiday and leave provisions.

**Other EB related:** Causes other than Remuneration or Employment conditions, including job security and other causes relating to a process of workplace/enterprise bargaining, e.g. pattern bargaining strikes, disputes where employees refuse to enter into enterprise bargaining negotiations.

#### Non-EB related:

**Remuneration:** As above.

**Employment conditions:** As above.

**Health and safety:** Disputes concerning physical working conditions, safety issues and workers' compensation provisions, e.g. accidents, protective clothing and equipment, first aid services, uncomfortable working conditions, employee amenities, shortage or poor distribution of equipment or material, condition of equipment, and arduous physical tasks.

**Job security:** Disputes concerning issues relating to job security, e.g. retrenchment of employees, downsizing, restructuring, use of contractors, outsourcing, re-classification of the workforce, and market conditions within the relevant industry.

**Managerial policy:** Disputes relating to the decisions and policies of line managers, e.g. disciplinary matters, suspensions, personal disagreement, discrimination, decisions that impact upon work and family issues, docking of pay, fines, production limits or quotas, principles of promotion or filling positions, and work practices.

**Union issues:** Disputes concerning the alleged anti-union attitude of the employer, inter-union and intra-union disputes (e.g. demarcation disputes), sympathy stoppages in support of employees in another industry, and recognition of union activities.

**Other non-EB related:** Disputes that cannot be ascribed to any other category, e.g. political protests.

## Disputes

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

### Disputes which ended during the reference period

Disputes which ended during the period encompasses those disputes which:

- started in a previous period and ended in the reference period; and
- began and ended in the reference period.

### Disputes which occurred during the reference period

Disputes which occurred during the period encompasses those disputes which:

- started in a previous period and ended in the reference period;
- began and ended in the reference period;
- began in the reference period and continued into the next period; and
- started prior to the reference period and continued past the reference period.

## Employees

Employees refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

**Employees directly involved:** Employees who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

**Employees indirectly involved:** Employees who were stood down at the location where the stoppage occurred, but who were not themselves parties to the dispute. Employees who were stood down at locations other than those where the disputes occurred are excluded.

**Employees newly involved:** For a new dispute, comprises all employees who are involved and, for an ongoing dispute, those involved for the first time.

**Total employees involved:** Comprises employees newly involved and, for an ongoing dispute, those who continue to be involved. Total employees involved for any period of time is obtained by adding together the number of employees involved in each dispute for the period.

## Industry

Industry is classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0).

Data classified by industry is primarily based on the main activity of the employer of the employees involved in the dispute at the location or site where the industrial dispute occurred.

**Metal product etc manufacturing** comprises the following ANZSIC 2006 subdivisions: Primary metal and metal product manufacturing; Fabricated metal product manufacturing; Transport equipment manufacturing; and Machinery and equipment manufacturing.

**Other industries** comprises those industries not included in the specified industry groupings, i.e. Agriculture, forestry and fishing; Electricity, gas, water and waste services; Wholesale trade; Retail trade; Accommodation and food services; Information media and telecommunications; Financial and insurance services; Rental, hiring and real estate services; Professional, scientific and technical services; Administrative and support services; Public administration and safety; Arts and recreation services; and Other services.

## Reason Work Resumed

Reason work resumed statistics relate to the reason for ending the stoppage of work as reported and not necessarily to the reason(s) for settling all matters in dispute. Therefore, they do not reflect the relative importance of the work of various industrial tribunals operating under state and federal legislation. The classification of Reason work resumed is as follows:

**Negotiation without intervention of a third party:** Negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under state or federal industrial legislation, and without mediation.

**State legislation:** Intervention or assistance of an industrial authority or authorities created by, or constituted under, state industrial/workplace relations legislation. Disputes that are referred to a mediator by a state industrial tribunal, either on a voluntary or compulsory basis, are included under 'Mediation' (except in instances where mediation is directed and a return to work ordered).

**Federal legislation:** Intervention or assistance of the Fair Work Commission (FWC). Disputes that are referred to a mediator by FWC, either on a voluntary or compulsory basis, are included under 'Mediation' (except in instances where mediation is directed and a return to work ordered).

**Pre-determined return to work:** Disputes for which a return to work is determined prior to the industrial action, e.g. when employees decide to go out on strike for a pre-determined period of 24 hours.

**Resumption without negotiation:** Disputes in which employees decide to return to work without the dispute being resolved, and without any negotiations having taken place to prompt the return, e.g. stop-work meetings, and disputes where employees decide to return to work to avoid further loss of earnings or for other reasons. This category may include some disputes which are settled subject to subsequent negotiation, such as industrial court hearings.

**Mediation:** Disputes that are settled through the assistance of a mediator, either voluntarily or as directed by a state or federal industrial tribunal, e.g. FWC.

**Other reasons:** Disputes whose settlement cannot be ascribed to any other category, e.g. replacing employees on strike or locked out, permanent closure of business, and dismissal or resignation of employees.

## Working days lost

Working days lost refers to working days lost by employees directly and indirectly involved in the dispute.

## Working days lost per employee involved

The average number of working days lost per employee involved in the dispute, calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

### **Working days lost per thousand employees**

Working days lost per thousand employees are calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey (LFS)) and multiplying by 1,000. LFS employee estimates are revised periodically. As a result, estimates of working days lost per thousand employees are also subject to revision.

## **Abbreviations**

### **ABBREVIATIONS**

|        |   |
|--------|---|
| ABS    | Australian Bureau of Statistics                               |
| ANZSIC | Australian and New Zealand Standard Industrial Classification |
| EB     | enterprise bargaining   |
| FWC    | Fair Work Commission  |
| ID     | Industrial Disputes   |
| LFS    | Labour Force Survey   |

## **Quality Declaration - Summary**

### **QUALITY DECLARATION - SUMMARY**

#### **INSTITUTIONAL ENVIRONMENT**

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

#### **RELEVANCE**

The Industrial Disputes (ID) collection produces quarterly statistics on the number of industrial disputes, employees involved in industrial disputes, working days lost and working days lost per thousand employees where at least 10 working days are lost as a result of the dispute. The following types of industrial disputes are within the scope of the ID collection:

- unauthorised stopwork meetings;
- general strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work);
- unofficial strikes; and
- work stoppages initiated by employers (e.g. lockouts).

Excluded from the scope of the collection are work-to-rules, go-slows and bans (e.g. overtime bans). Also excluded are effects of disputes on locations other than where the stoppages occurred, such as stand downs because of lack of materials, disruption of transport services and power cuts.

Statistics for industrial disputes which occurred during the quarter are available by industry and state.

Statistics for industrial disputes which ended during the quarter are available by cause of dispute, working days lost per employee involved and reason work resumed.

## **TIMELINESS**

Industrial disputes data for disputes which occurred during the quarter are released 11 weeks after the end of the reference quarter, with the exception of estimates for each December quarter which, due to the Christmas and New Year period, are released 12 weeks after the reference quarter. The release of data for disputes which ended during the quarter is lagged by one quarter. Data relating to disputes which ended in the quarter cannot be finalised until two months have elapsed without further industrial action on the same issue taking place.

## **ACCURACY**

Each month, a list is compiled of organisations whose employees were involved in industrial disputes. Disputes are identified primarily through listings obtained from industrial relations commissions and media reports. The Industrial Disputes collection is a census of all in-scope disputes, although some small disputes may not be identified through the sources available. Due to the limitations on identification of disputes, the statistics should not be regarded as an exact measure of the extent of industrial disputation.

Estimates from the Industrial Disputes collection are subject to non-sampling error. Non-sampling error arises from inaccuracies in collecting, recording and processing the data. Every effort is made to minimise non-sampling error by the careful design of questionnaires and by efficient data collection and processing procedures.

Revisions may be made to quarterly data as a result of disputes being identified after release of data for that quarter or as a result of correcting errors in previously reported data.

## **COHERENCE**

The Industrial Disputes collection was compiled on a quarterly basis from 1913 and on a monthly basis from 1970 to 2003. Quarterly statistics have been released from March quarter 2004, but collection of data from providers remains on a monthly cycle. The monthly data have been converted to a quarterly basis back to 1985.

Revised classifications for 'Cause of dispute' and 'Reason work resumed' (formerly 'Method of settlement') were introduced in the March quarter 2004. In addition, the 'Duration of dispute' classification was renamed 'Working days lost per employee involved'. Statistics based on these classifications are available from March quarter 2003 onwards.

The ABS uses standard classifications to facilitate data comparability across statistical collections. In the Industrial Disputes collection employers are classified to industry using the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006 (cat. no. 1292.0).

Working days lost per thousand employees are calculated using estimates of the total number of employees in the Australian labour force obtained from the ABS Labour Force Survey. Labour Force Survey employee estimates are revised periodically. As a result, estimates of working days lost per thousand employees may also be subject to revision.

## **INTERPRETABILITY**

Industrial Disputes, Australia (cat. no. 6321.0.55.001) contains Explanatory Notes and a Glossary which provide further information about data sources, terminology and other technical aspects of the series.

## **ACCESSIBILITY**

Industrial Disputes, Australia (cat. no. 6321.0.55.001) is available from the ABS website and as downloadable Excel data files for time series data. A range of unpublished data is also available on request.

If the information you require is not available as a standard product or service, then ABS Consultancy Services can help you with customised services to suit your needs. Inquiries should be made to the National Information and Referral Service on 1300 135 070. The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to the ABS.

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